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REGULATORY CHANGES IN PERSONNEL PROGRAM REQUESTED  
FROM HIGHER AUTHORITY SINCE 1978

(Questions 16 - 19)

The Department of State has ~~instituted several regulatory changes in the performance evaluation systems for Civil Service~~ employees as a result from guidance from OPM. In essence the "Merit Pay" system has been overhauled and greatly expanded in the last year and a half. SES performance pay has expanded in terms of dollar resources available and the scope of the awards. There is greater linkage between performance and pay (including awards) than there has been in the past.

The impact of this on the Civil Service staff of the bureau has yet to be analyzed. Only in the past year has there been an effect because of the limit on resources for recognition.